

# ESH Division Organizational Planning



Implementation Issues  
Division Retreat  
February 16-17, 2000

# Planning Process



- Ongoing communication
  - Employee Concerns
  - Understanding ISM

# Divestiture



- Who do we write agreement with?
- Assure requirements understood by receiving organization.
- Timing issues
- Activities requiring < whole FTE
- Maintaining core expertise/loss of qualified staff
- Infrastructure for effective liaison and interface with ESH Division
- Review/update/new LIR/LPRs and assure identified institutional inks really happen

# Divestiture<sup>(2)</sup>



- Conflict resolution processes for Personnel and ES&H issues
- Budget consideration- local and institutional
- Personnel processes
  - Employee concerns
  - Expedited directed transfer
  - Hiring options
  - Managing orphans
  - Staff relations
- JCNM as a receiving organization

# Corporate Model Alignment



## ■ Core

- Product Definition
- Cost prevention/avoidance
- Effectiveness measures
- Interfaces with Centralized/Deployed
- Right sizing

# Corporate Model Alignment <sup>(2)</sup>



- Centralized/Deployed
  - Fee-for-Service Potential
  - Right sizing/Efficiency in delivery
  - Matching service to work needs
  - Shift from compliance to consultant mind-set
  - Cost prevention/avoidance
  - Effectiveness measures
  - Interface with Core

# Functional Alignment



- What organization for
  - Public Outreach
  - Publications such as Seventh Generation Report
  - Emergency Management
  - Training (Div/Inst.)
- Develop and implement Escalation Policy (no white/black hats)